

JPRS 69764

9 September 1977

TRANSLATIONS ON EASTERN EUROPE
POLITICAL, SOCIOLOGICAL, AND MILITARY AFFAIRS
No. 1444

DISTRIBUTION STATEMENT A
Approved for Public Release
Distribution Unlimited

20000329 164

U. S. JOINT PUBLICATIONS RESEARCH SERVICE

Reproduced From
Best Available Copy

REPRODUCED BY
NATIONAL TECHNICAL
INFORMATION SERVICE
U. S. DEPARTMENT OF COMMERCE
SPRINGFIELD, VA. 22161

EAST

EUROPE

NOTE

JPRS publications contain information primarily from foreign newspapers, periodicals and books, but also from news agency transmissions and broadcasts. Materials from foreign-language sources are translated; those from English-language sources are transcribed or reprinted, with the original phrasing and other characteristics retained.

Headlines, editorial reports, and material enclosed in brackets [] are supplied by JPRS. Processing indicators such as [Text] or [Excerpt] in the first line of each item, or following the last line of a brief, indicate how the original information was processed. Where no processing indicator is given, the information was summarized or extracted.

Unfamiliar names rendered phonetically or transliterated are enclosed in parentheses. Words or names preceded by a question mark and enclosed in parentheses were not clear in the original but have been supplied as appropriate in context. Other unattributed parenthetical notes within the body of an item originate with the source. Times within items are as given by source.

The contents of this publication in no way represent the policies, views or attitudes of the U.S. Government.

PROCUREMENT OF PUBLICATIONS

JPRS publications may be ordered from the National Technical Information Service, Springfield, Virginia 22151. In ordering, it is recommended that the JPRS number, title, date and author, if applicable, of publication be cited.

Current JPRS publications are announced in Government Reports Announcements issued semi-monthly by the National Technical Information Service, and are listed in the Monthly Catalog of U.S. Government Publications issued by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Indexes to this report (by keyword, author, personal names, title and series) are available through Bell & Howell, Old Mansfield Road, Wooster, Ohio, 44691.

Correspondence pertaining to matters other than procurement may be addressed to Joint Publications Research Service, 1000 North Glebe Road, Arlington, Virginia 22201.

BIBLIOGRAPHIC DATA SHEET	1. Report No. JPRS 69764	2.	3. Recipient's Accession No.
4. Title and Subtitle TRANSLATIONS ON EASTERN EUROPE - POLITICAL, SOCIOLOGICAL, AND MILITARY AFFAIRS, No. 1444		5. Report Date 9 September 1977	
7. Author(s)		6.	
9. Performing Organization Name and Address Joint Publications Research Service 1000 North Glebe Road Arlington, Virginia 22201		8. Performing Organization Rept. No.	
		10. Project/Task/Work Unit No.	
		11. Contract/Grant No.	
12. Sponsoring Organization Name and Address As above		13. Type of Report & Period Covered	
		14.	
15. Supplementary Notes			
16. Abstracts The serial report contains articles on official party and government pronouncements and writings on significant domestic political developments; information on general sociological problems and developments in such areas as demography, manpower, public health and welfare, education, and mass organizations; and articles on military and civil defense, organization, theory, budgets, and hardware.			
17. Key Words and Document Analysis. 17a. Descriptors			
<input type="checkbox"/> International Affairs <input type="checkbox"/> Albania <input checked="" type="checkbox"/> Bulgaria <input type="checkbox"/> Czechoslovakia <input type="checkbox"/> East Germany <input type="checkbox"/> Hungary <input checked="" type="checkbox"/> Poland <input type="checkbox"/> Romania <input type="checkbox"/> Yugoslavia		Propaganda Political Science Sociology Military Organizations	
17b. Identifiers/Open-Ended Terms			
17c. COSATI Field/Group 5D, 5K, 15			
18. Availability Statement Unlimited Availability Sold by NTIS Springfield, Virginia 22151		19. Security Class (This Report) UNCLASSIFIED	21. No. of Pages 50
		20. Security Class (This Page) UNCLASSIFIED	22. Price PCA03

9 September 1977

TRANSLATIONS ON EASTERN EUROPE
POLITICAL, SOCIOLOGICAL, AND MILITARY AFFAIRS

No. 1444

CONTENTS

PAGE

BULGARIA

Careless Attitude Toward State Secrets Severely Condemned (Angel Vulchev; BULGARSKI VOIN, No 7, 1977).....	1
Higher Vigilance Against Foreign Agents Recommended (Khristo Tsekov; SERZHANT, No 7, 1977).....	6
Worldwide Civil Defense News (GRAZHDANSKA OTBRANA, No 6, 1977).....	10
Civil Defense Deputy Chief Calls for Discipline (Nikola Atanasov; GRAZHDANSKA OTBRANA, No 6, 1977)....	15
Use of Water Mains in Shelters Discussed (Bogdan Dimitrov; GRAZHDANSKA OTBRANA, No 6, 1977)....	21

POLAND

Civil Defense Training Bases in Poland Described (Tadeusz Guzi; GRAZHDANSKA OTBRANA, No 6, 1977).....	24
Paper Cites 'Student Solidarity Committee' As Lacking Support (STUDENT, 2 Jun 77).....	29
Problem of Matching Graduates' Training With Jobs Studied (STUDENT, 16-29 Jun 77).....	32
Interview With Ministry Official, Janusz Obodowski Interview Reasons for Discrepancies, by Wacław Krupinski	

CARELESS ATTITUDE TOWARD STATE SECRETS SEVERELY CONDEMNED

Sofia BULGARSKI VOIN in Bulgarian No 7, 1977 pp 1-2

[Article by Col Angel Vulchev: "A Never Obsolete Weapon"]

[Text] How strange! Some time ago a passenger car had stopped on the shoulder of the international highway near the fence of a unit. At first the soldiers thought of a breakdown. After a few minutes the car doors failed to open. The soldiers became suspicious and reported the fact to Captain X. With the soldiers the officer approached the car inconspicuously and saw that cameras were directed toward the unit. They figured out that this was "dirty business" and took the necessary measures immediately. The foreigner was captured redhanded, and the cameras were confiscated. It was established that he was a regular agent of a foreign country, that he had traveled through a number of cities in the country and had photographed military and civilian sites of interest.

Several days after that a nearly identical event occurred in another southern garrison. An official from another foreign country was captured.

These are not isolated cases. In the course of their long practical experience our court and other organs have recorded a number of such cases revealing that the enemy is making hellish efforts to gain pertinent information.

Numerous facts prove that for the past few months and, particularly, after the Carter administration took over, militarism and anticommunism have been on the increase. Regardless of verbal expressions of peace and understanding and talks on limiting and reducing armaments, the imperialists are taking major steps to increase NATO's power. The reconnaissance services of the individual capitalist countries, even countries which are not officially within the NATO system, are coordinating and energizing their intelligence efforts. After a 15-month investigation of the CIA, the U.S. congressional committee announced, among others, that every year \$10 billion are spent in budget funds and that the CIA is heading all-round subversive activities against socialist and developing countries and left-wing movements, and, above all, against the communist parties throughout the

world. The CIA has from 15,000 to 18,000 regular employees in its center, thousands of agents in the country and throughout the world, over 100 residencies and support bases, and thousands of associates hiding as diplomats, "journalists," "merchants," and "cultural" and other workers. The disclosures by former CIA member Phillip Agee, who broke once and forever with such human-hating centers, show that they send their agents or recruit associates on the territories of the respective countries; establish caches of weapons, organize special subversive groups, start fires or explosions using mechanical and technical facilities which may be activated several days, weeks, or even a month later; photograph various military or civilian sites; purchase films taken by simple citizens; photograph or steal documents, reports, and references of a most varied nature; place special additives in combustible substances (gasoline and oil) with a view to causing accidents; attach mines to ships; use explosives and inflammatory mixtures which could be used in the manufacturing of subversion facilities shaped like loaves of bread, candles, dolls, and other most ordinary items; forge "documents" which promote mistrust in the established system, leading institutions, and organs in a given country, and so on. Occasionally, the precision of such subversive activities is such that they leave almost no traces.

It is no secret that there are means for tapping telephone and radio conversations at a distance, as well as outer space instruments for the detection and photographing of objects no bigger than a pen.

Hundreds of cases clearly prove that the times in which we live have not reduced at all the significance of the old, tried, and strong yet somewhat neglected weapon known as revolutionary vigilance. The channels through which a military or state secret could leak out are innumerable. Occasionally the simple citizen himself is not aware of the extent, the time, and the way in which he could be of use to the enemy.

Yet, it is as though precisely now, when a clear intensification of enemy activities has been noted, that a number of citizens and services display carelessness, negligence, and thoughtlessness bordering on crime along with blabbering and many other features directly opposed to vigilance stipulations.

In our country revolutionary vigilance has gone through a variety of stages as a social phenomenon. There was a time when a great deal was being said about vigilance and vigilance existed. At that time the enemy as well was daringly naive. He openly engaged in calumnies in city squares and taverns, sponsored meetings, and wrote against the people's regime in the press. This time is long passed. There was also a time when the enemy was losing one battle after another and began to change his methods and conceal himself while our vigilance began gradually to weaken. There also came a time in which the enemy went so deeply underground and refined his methods of struggle so well and concealed his face behind "smiles" and "makeup" that he became almost unnoticeable to the simple citizen.

There are many reasons and means for violating the requirements of vigilance. First among them is ignorance of the law on safeguarding state and military secrets, as a result of which it is violated in practical affairs. There are even people holding responsible governmental positions who have not made a proper study of this law which leads to rather adverse consequences.

Let us consider the matter of selecting people with access to confidential information. It is insufficient for a person to be of good social origin or have progressive parents. The most important features are his individual qualities. He must not be a drunkard, a blabbermouth, a careless, egotistical, and grubby person, and so on. Yet, such requirements are extensively violated. Many heads of obshtina councils, Fatherland Front organizations, and Komsomol and party committees issue unfactual documents, informations, and certifications. Frequently they stress only the positive facets of a person and even add imaginary qualities without noting negative inclinations or even actions. This may be found in documents issued predraftees, soldiers, university students, state officials, newly hired people, and so on. There are even abnormal cases in which a person is being tried in court for major antisocialist actions yet documents depict him as having ministerial possibilities. Such inaccurate certificates and information open doors to responsible positions to totally unsuitable people. Displaying a dulled feeling of responsibility, some party members even write party membership recommendations. Yet, is this not a violation of vigilance requirements? Why not hold accountable those who provide erroneous informations and recommendations should the person they recommend fail?

Let us consider the question of the protection of secret documents. Quite frequently one could see lying openly on desks in various establishments, services, committees, ministries, courts, and even military units confidential documents whose content should not be made public. Does this not represent dulled vigilance? Civil defense lectures, reports delivered to various councils, letters from different ministries, plans for the building of state establishments, information on crops in some areas, and so on, stolen from the Soviet Union before the war, were discovered in the possession of Hitlerite intelligence services.

Even though rarely, violations of the rules governing secret document filing have been found in our country, even in army services, not to speak of civilian establishments. Occasionally secrecy violations are such that it is difficult to determine whether the loss of a document is the result of negligence or of unauthorized hands. The law on the preservation of the state secret does not accidentally require that secret matters are not to be discussed in the press and other public documents. Consider the facsimile in the Arabic alphabet given here. It is a coded telegram dated 1877. The Ottoman authorities used a code in dealing with all important state matters, particularly in the struggle against the Bulgarian national liberation movement. Our own archives have hundreds of such undecoded documents from the Renaissance and the War of Liberation. What should we say of the need to draw up and protect secret documents today?

Let us also consider the question of unnecessary and harmful prattling. I do not know whether this is a purely Bulgarian feature. Yet, quite frequently one could overhear conversations dealing with important state, official, and even military problems by strangers and in front of strangers in the train, the bus, the tavern, friendly meetings, family gatherings, and everywhere else. This greatly facilitates the spies who sometimes must devote great efforts to acquire information which the informed prattler will provide readily and irresponsibly. It should not be forgotten that several drops of a specially prepared mixture in a glass of wine could trigger in a person the insurmountable desire to speak, to tell everything he knows, stressing his know-it-all attitude.

The scornful and simplistic view of matters of vigilance is quite harmful. Today we must not expect spies wearing dark glasses with mysterious expressions, guns with silencers, and concealed equipment, asking questions about military sites. Today the interests of enemy agents are comprehensive and their appearances vary. They skillfully conceal themselves and use most refined methods ranging from conventional "compliments" or emphatic politeness and curiosity to bribery and impudent counting of the number of officers at the gates of military units. As confirmed by practical experience and, particularly, by detected and tried spies, they are interested in economics, political and military problems, banking operations, various statistical data, relations among countries, parties, and organizations, scientific discoveries, rationalizations, crop yields, trade, and even the mood of the population in a given country, and so on. Access to such data could be blocked only through the high political conscientiousness of the citizens and the strict observance of the stipulations of the law and the corresponding regulations and orders.

The frequently encountered naive view that the enemy already knows everything, that he has his own people "up there," where the "important matters" take place, that he has nothing to learn from a simple person such as me, and so on, is a major hindrance in erecting the necessary barriers on the path of the spies. We have learned from exposed agents that this is a dangerous error. What makes it even more harmful is that it reduces the feeling of responsibility on the part of the individual citizen, soldier, officer, and state official, and essentially limits and rejects educational work with the people on matters of vigilance.

Quite recently officers in one of the administrations were on their way to check on units under their command. An unknown "lieutenant colonel" showed up at the bus, identified himself as member of the military unit in the city of "V" and asked for permission to take the same bus. The officers told him of their destination. However, the "lieutenant colonel" had disappeared when they started looking for him before the bus took off. An investigation established that there was no such lieutenant colonel in the city of "V." Is it necessary, after all this, to emphasize the rules governing the protection of lists of cards, secret regulations and instructions, orders, and reports with summed-up or other secret data or, in general, of information constituting state and military secrets? Yet,

there have been cases in which some officials even take secret documents home. A soldier carrying secret documents decided to speed up his trip and hitchhike. A foreign car stopped and the obliging foreigners immediately let the soldier in. The soldier traveled "calmly," but "forgot" one of the documents. Thanks to his honesty, he immediately reported the fact and the car was apprehended before crossing the state border.

In the past several years the number of enemy agents clandestinely crossing the border has declined substantially. As a tourist country our homeland lifted the barrier to all honest people. However, some people among them use our tourist facilities and hospitality to cause harm. That is why every Bulgarian citizen must remember the stipulations of the laws and his duty. There are cases in which some people quite thoughtlessly display unnecessary "hospitality," establish contacts, drink with their acquaintances, take them to meet their sons in the military, and so on.

Napoleon was once asked what the meaning of winning is. He answered that it means to be aware of what is taking place on the other side of the ridge, in the enemy camp. History has provided us with hundreds of examples in which the outcome of many important state and military operations has depended on the activities of intelligence services and organs. This obliges us to think far more frequently and extensively about our own conduct, and about harmless errors and omissions, and violations of regulations, directives, and laws. The enemy is not asleep but nor is he omnipotent. Suffice it for everyone to fulfill his duty as an honest patriot, observe the military oath and the laws, and a barrier will be erected on the path of crime. Vigilance is our old, very sharp, and tried weapon in the struggle against our enemies. All we have to do is to carry it with us always and use it intelligently. We must recall more frequently Tolstoy's wise thought that "Science teaches people what to say while the main science is how and when to remain silent."

5003

CSO: 2200

BULGARIA

HIGHER VIGILANCE AGAINST FOREIGN AGENTS RECOMMENDED

Sofia SERZHANT in Bulgarian No 7, 1977 pp 1-2

[Article by Col Khristo Tsekov: "Greater Vigilance"]

[Text] Marxism-Leninism teaches that revolutionary vigilance is a political quality expressed in the ability to recognize the class enemy and make him harmless. Vigilance is particularly necessary in the circumstances of the acute ideological struggle between socialism and capitalism. It helps to strengthen the socialist states and is a reliable means for the defense of the peace the world over. The BCP program adopted at the 10th party congress states that in its "helplessness to eliminate the world socialist system through direct military action or to suppress it economically, imperialism is applying most extensively ideological subversion."

Against the background of the systematically peaceful policy pursued by the Soviet Union and the other socialist states and the established peaceful relations in Europe, we cannot fail to see the negative aspects of the situation in the capitalist countries. With every passing year they are promoting a militaristic policy emphatically expressed in increased military expenditures. Whereas in 1970 the military spending of the NATO countries totaled \$104 billion, they rose to \$114 billion in 1972 and \$131.6 billion in 1974; in 1976 they reached \$155 billion. In 1977-1978 the United States will spend \$120.3 billion for military purposes while by the end of the 1980's the Pentagon's budget will rise to \$150 billion.

Between 1973 and 1976 alone the military budget of Greece more than tripled while in 1976 the Turkish military budget was over four times that of 1971. Britain, Canada, the FRG, and other NATO members are increasing their military expenditures. Currently over \$600 million are spent daily in armaments in the capitalist world.

Along with the great financial outlays influential circles are not abandoning the waging of the cold war. In the Western countries the mass information media have been drafted in an enraged attack aimed at promoting mistrust and hostility toward the socialist countries and misrepresenting their foreign policy. Washington is interfering in the domestic affairs of many

countries in favor of suppression and reaction. It is financing and directly assisting reactionary military coups. In a variety of ways and directions militarism is actively acting to stop the historical process in the course of which socialism is growing and strengthening.

Comrade Leonid Brezhnev, CPSU Central Committee general secretary, reminded us that "Even though today the possibilities for aggressive imperialist action have been considerably narrowed, the nature of imperialism has not changed. That is why the peace-loving forces must be very vigilant."

Reality confirms that the imperialist forces have never abandoned their aggressive plans. They have not stopped to think of preparing for a third world war even when forced to agree to the solution of a controversial problem through diplomatic maneuvers. This is confirmed by the presence of the tens of thousands of cadre agents and the huge army of spies scattered throughout the planet but whose ears and eyes are turned toward the socialist countries. Using electronic machines the CIA in the United States processes all information or reference concerning the political and economic condition of the members of the socialist camp. Even the most insignificant data on the training, armaments, and moral and political condition of the army are extensively analyzed by the CIA in order to determine the defense capabilities and combat readiness of the army. In order to obtain information the enemy is interested in the correspondence of military personnel they "clean up" areas where tactical training has been conducted, looking for parts of documents, carelessly discarded letters, and so on. This circumstance forces us to remember our oath to the homeland and the party on the strictest possible keeping of military and state secrets, and display of constant and uninterrupted vigilance concerning any enemy action. We must always remember that the enemy is clever and treacherous. He uses an entire arsenal of ways and means in his subversive intelligence efforts, starting with "innocent" tourists, businessmen and cultural workers, and ending with naked underground subversive activities by assigned spies, traitors of the homeland, and saboteurs. The enemy tries to work flexibly and surreptitiously, using various means. He is not always brutal, but begins with money, women, a drink, harmless listening to blabbermouths, observing the careless, and even the payment of compliments, subsequently converting to threats and blackmail in order to obtain data on "most common" innocent matters. Such is the morality of the spy who ends his "kindliness" with an ultimatum, coercion, or, in an extreme case, with a firearm or a cold weapon.

The number of tourists visiting Bulgaria is growing with every passing year. In 1976 alone our country was visited by about 4,033,400 tourists. By the end of the Seventh Five-Year Plan the Bulgarian People's Republic will be visited by approximately 25 million foreign tourists. This is a pleasant fact for sunny and hospitable Bulgaria of which we are justifiably proud. Unfortunately, together with the people who come with good intentions there are those trusted by the espionage centers. They do not move around carrying the label of "agent," or "watch out!" On the contrary, they are emphatically pleasant in their relations with people. They praise

us, give us petty gifts of jewelry and other attractive objects, and "forget" books and magazines on the beach, on the bench, or in the restaurant. They are approachable and are always ready to pay for a drink as a manifestation of their "great" pleasure of being in a country such as Bulgaria. Furthermore, they are even ready to do a favor abroad and procure a small item unavailable on our market. These are methods which must be taken into consideration by military personnel when on leave, assignment, trip, and so on, when they meet with foreign citizens.

In the course of informal conversations and "spontaneously" they simply acquaint the others with the charms of the "capitalist paradise" and are ready to reciprocate to our hospitality. Even though few people could fall into their trap, they are persistent and patient. They frequently forget that the Bulgarians love their homeland, protect their dignity and honor, are proud of their heroic 13-centuries-old history, and believe in the bright future. They do not even suspect that politically educated citizens of socialist Bulgaria are participating in the great battle between the two worlds, in the battle for life or death between socialism and capitalism. The closest and most immediate commanders of troops in the Bulgarian People's Army--master sergeants and sergeants--are also involved in this struggle for proving the justice of our ideas.

Performing their official obligations, they contribute to the maintenance of a state of constant combat readiness--a high manifestation of vigilance. Master sergeants and sergeants participate in the solution of this problem both as performers and as teachers and educators of their subordinates. This is a duty and an obligation which enhances their responsibility in maintaining combat readiness and insuring high revolutionary vigilance.

The unit in which officer Ivanov serves speaks with respect and gratitude about Master Sergeants mechanics-drivers Rusanov, Kolev, Khristov, and Ganchev, who give the example to the troops in the study and maintenance of their assigned vehicles. Furthermore, they personally give classes to the troops on the structure and operation of special combat equipment. As a result of their direct participation in the training process for years on end their subunit has been in a leading position in the socialist competition. The subunit has always received excellent rating at tactical and tactical-specialized exercises. Every soldier, sergeant, and officer considers combat readiness a variable with ever-new daily requirements.

Also praiseworthy is the activity of master sergeants and sergeants Radev, Petkov, Arabadzhiev, Raev, and many other, in the unit in which officer Mikhaylov serves. They answer the enemy's attempts to tap even "most basic" telephone conversation or wireless communication with the strictest observance of radio discipline. They keep their telephone conversations short.

The sergeants' council, headed by Master Sgt Manol Manolov, takes into consideration the role and place of master sergeants and sergeants in the solution of the many problems in the unit and holds sessions and meetings,

and implements other measures to promote the ideological-political, military, and aesthetic education of master sergeants and sergeants, specifically aimed at upgrading their vigilance in the execution of their official assignments. At one of its sessions the council assessed and earmarked measures to energize master sergeants and sergeants in strengthening the military discipline and upgrading the revolutionary vigilance in daily military life. Furthermore, the sergeants' council is providing active assistance to the Komsomol organization in sponsoring evenings dedicated to the grade specialist, weapons, combat materiel, and revolutionary vigilance, in the organization of quizzes and sports competitions, and others.

A good feature in this collective is that together with the chairman of the sergeants' council nearly all master sergeants and sergeants are actively involved in sociopolitical life. The best and most dedicated work is done by Master Sergeants Pulchev, Kechev, Mladenov, Chernev, and others.

Master Sergeants Panayotov, Nenkov, and Mitov are displaying high vigilance in the filing and safeguarding of secret documents and official publications.

The master sergeants play a great role in safeguarding military secrets and promoting vigilance as sentry commanders or corporals of the guard. Both as performers and direct commanders of sergeants and privates in the companies, they are performing their duties with the conviction that they are doing responsible political work. This way difficulties will not disturb them and the importance of their work will inspire them to become even more active in the training process.

Vigilance is a demand and an order to the army as the permanent sentinel of the homeland, for vigilance is a true and tried weapon without which the fatherland cannot be defended.

5003

CSO: 2200

WORLDWIDE CIVIL DEFENSE NEWS

Sofia GRAZHDANSKA OTBRANA in Bulgarian No 6, 1977 pp 37-38

[Foreign press information]

[Text] OC PRZEGLAD

From the Experience of Leading Municipalities

In order to improve the formulation of civil defense plans in voivodships, cities, obshtinas, and plants, the Koszalin Voivodship inspectorates undertook the organization of special training for town and obshtina civil defense chiefs. A 3-day course for leading cadres from the Koszalin voivodship was held in Gostyn. The reason that city was chosen is that its civil defense preparations may be used as a model. Such training and experience-sharing courses will be organized in the future as well.

Cadre Training Base

The article states that the training of civil defense cadres calls for continuing specialized training. The various courses sponsored by the civil defense inspectorates and departments are the most popular training method. The existence of good training facilities is an important element in the training process.

The article emphasizes the importance of visual training, i.e., the need to familiarize the students with objects and tools they will use, with models, films, plastic cards, and other aids which play a substantial role in the training process.

At the Szczecin Voivodship

In the course of the 25 years of life of the civil defense system in the the Szczecin Voivodship the defense possibilities of the country were strengthened, improved, and expanded. The article stresses civil defense tasks stemming from the circumstance that most of the human and economic potential of the two main voivodship cities Szczecin and Swinoujscie are on the left banks of the Oder and Swina rivers.

Every year the civil defense voivodship inspectorate organizes regional and and voivodship competitions among local medical units and plant self-defense detachments. Obstacles are erected in the chosen areas. The competitions are actively assisted by the army units billeted in Szczecin in maximally realistic conditions.

E-22

This was the code name of civil defense exercises conducted in Opole, (Poland) involving some 10 obshtinas located along the E-22 and highway 35 leading from Opole to Warsaw. Only people who have no idea of defense tasks may question what civil defense and road mending, clearing of ditches, and others have in common. The target was clear to all those who participated in the exercises, for one of the tasks of the country's civil defense includes the defense of important roads and, if necessary, their rapid restoration.

The E-22 exercises were preceded by mass political work. They were among the biggest conducted in the country. Their results confirmed yet once again the need for civil defense. Furthermore, the exercises contributed to the popularization of civil defense ideas among the public.

Socially Useful Work in the Course of Training

Practical defense training by the population and civil defense organs and forces yield exceptionally big results. As Piotr Jaroszewicz, chairman of the Council of Ministers of the Polish People's Republic stated to a delegation of the civil defense aktiv, they serve in the discovery of useful possibilities for the economy and the defense.

As a rule, exercises headed by civil defense commanders on the voivodship level involve the participation of the organs of the local state administration, the self-defense formations, rescue units, the personnel of production enterprises, and individual citizens.

Civil Defense Goggles

Defense training curricula include subjects pertaining to the use of available means for the protection of the body and the respiratory tracts. Such means include all kinds of spectacles which are part of the facilities for the protection of the respiratory tract, protect the area surrounding the eyes, and protect the eyes in the use of acids or dust-forming materials.

ZIVILVERTEIDIGUNG

Artificial Respiration Apparatus

An artificial respiration apparatus has been developed in Italy. It consists of a mask and a valve with a bag. Breathing in pressure in the mask drops while should the process stop pressure rises to its former level.

Breathing out the bag is refilled. The mask has a valve which blocks the possibility for gas to go into the mask from the bag in the course of breathing out.

Thanks to this system a preliminary tightening of the spring in the bag alone makes possible a steady pressure in the mask.

Dummy for Artificial Respiration Training

An instrument called Mzuvid has been developed in Denmark. It could be used for practicing artificial respiration of the mouth-to-mouth and mouth-to-nose types. It consists of a chest containing a lung (an empty balloon of impermeable substance which can be inflated to normal size), and an impermeable cover which represents the head.

An open inflatable balloon is placed in the "head." Because of the air-releasing opening of the "head," equipped with nostrils or a mouth, representing the respiratory organs, as a whole the apparatus looks like a person. For hygienic considerations the inflatable balloon in the "head" is replaceable.

Among others, the "head" has the function of a flexible wall separating the breathing of the trainee and the pressure in the artificial lung.

Civil Defense in Israel's Aggressive Plans

Israel's civil defense is analyzed in an article by Ethan Shimshoni, published in issue No 4 of 1976 of the West German magazine ZIVILVERTEIDIGUNG. "It is self-evident," the author writes, "that a country such as Israel which has been in a state of war against its neighbors for the past 28 years has an excellent system for the protection of the civilian population. During military operations there is increased danger to the population. Such danger has increased considerably of late, for our enemies have at their disposal modern military means (ground-to-ground missiles) which were used against the civilian population in the war."

Under such circumstances civil defense must meet the following requirements: cover the entire country around the front and the deep rear, the big cities, and the small settlements. The organization must start with the government and reach down to every house and family; the organization must be in a state of permanent combat readiness (this applies to men and materials at all levels) and protective measures and defense construction and training at enterprises, institutes, and schools must be conducted on a daily basis, developed, and expanded.

In the Israeli view such a task could hardly be carried out by a civilian organization, for which reason responsibility for the protection of the civilian population has been assumed by the military. In practice, however, such responsibility is divided through the closely coordinated work between military and civilian institutions. Any Israeli settlement with a certain

population is organized within a circle. Thus it is able to fight successfully damages to a certain extent without the help of superior authorities. The big cities have several such circles and form a civil defense subsector or sector. Civil defense materials are used for joint work within the circle by military and civilian establishments.

The experience gained in the course of the war plays a particular role. It leads to the following conclusions:

In the case of the outbreak of a war the population is insufficiently trained for self-defense. To this effect house building meetings are held at which a civil defense officer explains problems. This is repeated from time to time, particularly when political circumstances become especially aggravated.

Past experience has shown that a great deal of manpower is mobilized when war breaks out. This causes unnecessary economic losses. Therefore, in the case of civil defense preparations the mobilization of forces must be moderate.

The blackout is necessary even though the enemy airplanes carry modern electronic equipment, for a well-lit country is an excellent additional reference point. That is why in the 1970's the blackout was taken into consideration. "We learned this from the numerous casualties which occurred in the first days of the war, when we paid no attention to the blackout.

PROTECTION CIVILE INTERNATIONALE

Training Program and Education Strategy

An article published in issue No 247 for 1976 of the bulletin of the International Civil Defense Organization (Geneva) stresses that the quality of the work of the national civil defense services depends mainly on the ability to make the best possible use of its resources--human, financial, and material. The task of developing skilled cadres is of great importance. That is why the permanent secretariat of the International Civil Defense Organization did not hesitate to give it priority in its program. The task of the study and training service of the organization is to train teaching cadres for the implementation of national plans for providing help in the case of catastrophes. Its purpose is to facilitate the organization of seminars, studies, and scientific research, to give aid to member countries, and others.

Civil Defense in Great Britain

In a communication to London's DAILY TELEGRAPH Brg Gen W. F. Thompson confirms that in 1971 the local authorities were made statutorily responsible for drafting plans for the protection of the population in case of war.

In order to determine the progress made by the local authorities in the implementation of this task the general visited the territorial defense command college in Yorkshire. Organized by the secretary of state for the home department and opened in 1973, in 1976 the center trained 2,350 members of the local authorities, senior police officials, territorial defense scientific advisors, and others.

From the Army to Civil Defense

An article under that heading notes that a new meaning is being given to the traditional ceremony of military discharge in Switzerland, emphasizing their deliberate transfer to civil defense. The article stresses the great importance of the use of skills acquired in army service and the ability to handle various weapons (according to the type of unit) in terms of civil defense needs. It points out that in accordance with the 1961 Swiss Army reform the age of army separation was lowered from 60 to 50 so that capable men who could not be considered "old" in the least could be placed at the disposal of the civil defense for 10 years. The feeling of solidarity and mutual aid developed in army life motivate the civil defense personnel. This is very important in the struggle against mass calamities.

PROTECTION CIVILE ET SECURITE INDUSTRIELLE

Instruction for Rescue Operations in Airplane Accidents

According to the instruction forgiving aid in such accidents all rescue facilities become involved. In order for the aid to be fast and effective the specialized airport services and facilities (whether civilian or military) must closely cooperate with all services which could assist in the rescue operations and, particularly, those named by the civil defense and public health leaderships.

The instruction lists those responsible for rescue operations, who should sound the alarm and when (depending on whether or not the accident has taken place at the airport or near it), those in charge of organizing medical aid centers and the preparations to be made by the hospitals which will accept the victims, the list of beds in the closest and neighboring hospitals, and others.

Nuclear Protection and Safety Institute in France

An Institute for Nuclear Protection and Safety under the Commissariat for Nuclear Energy has been set up in France. A program committee has been set up for the institute, chaired by the nuclear power high commissioner. In addition to the chairman the program committee includes the chief of the central service for the safety of nuclear installations or his representative, and one representative each of the ministries of internal affairs, defense, labor, health, and others, as well as eight members appointed by the minister of industry, three of whom are nominated by the assigned chief administrator.

BULGARIA

CIVIL DEFENSE DEPUTY CHIEF CALLS FOR DISCIPLINE

Sofia GRAZHDANSKA OTBRANA in Bulgarian No 6, 1977 pp 2-4

[Article by Lt Gen Nikola Atanasov, deputy chief for political affairs of the Civil Defense of the Bulgarian People's Republic: "Discipline and Punctuality"]

[Text] The high conscious discipline, organization, and punctuality on the part of all organs, leaders, and working people in the Bulgarian People's Republic is an objective law and a necessary prerequisite for the successful solution of the complex problems related to the building of socialism and communism and for their reliable defense from eventual enemy attack. They are one of the main reserves for the implementation of the decisions of the 11th BCP Congress and of its main slogan which calls for high quality and high effectiveness in all work. That is why the BCP and its Central Committee pay constant attention to the broad strengthening of discipline in all fields of life and the education of all Bulgarian citizens in a spirit of high-level organization and punctuality.

In the developed socialist society discipline grows into a qualitatively new state and its content becomes considerably broader and richer. It is directed toward the strict and accurate implementation of all tasks and the prevention of all violations and deviations from party requirements and regulating documents. It is supplemented by the conscientious creativity of the masses, high level of experience and initiative-mindedness in the work, and the need for high idea-mindedness and responsibility for one's own work as well as the work of a given collective and of the entire society.

The strengthening of discipline, level of organization, punctuality, and the communist education of the people are an integral interdependent process. It is considered not only a prerequisite for the rapid solution of problems related to upgrading social labor productivity but also as a means for the education of the people, an indicator of the level of socialist conscientiousness, and an essential feature of the new way of life.

High discipline, impeccable organization, and punctuality are particularly necessary in the armed forces and the civil defense of the Bulgarian People's Republic. Rallied within the united defense system of the Warsaw Pact member countries, their purpose is to contribute to the creation of peaceful conditions for the building of socialism and communism and to protect such construction from eventual imperialist aggression.

The need for strict and conscientious discipline and for high-level organization and punctuality in the civil defense system, as a structural and inseparable part of the integral defense system of the Bulgarian People's Republic, is determined by the civil defense objectives and tasks. Its purpose is to insure the preparedness of the population and the national economy to protect itself from mass destruction weapons and to create prerequisites for the stable running of the economy and for supplying the armed forces and civil defense formations with everything required under difficult war conditions.

Under the conditions of a nuclear missile war civil defense has become a factor of strategic importance in insuring the viability of the state. This function can be accomplished only by a well-organized and disciplined integral statewide and nationwide system of defense measures.

Most of the civil defense problems are resolved by the various governmental and economic organs and organizations with the participation of the entire population and under the management of the respective staffs. The creation of conscientious, firm, and truly military discipline, and the high level of organization and punctuality in all staffs, services, and formations, from top to bottom, and among all leaders and troops within the system, is a prerequisite for the effective utilization of the forces, facilities, and time allocated for the solution of the various civil defense problems. Discipline requires above all that the state and economic organs resolve qualitatively and effectively civil defense problems as a structural part of their administrative and economic tasks.

In this sense all organs and organizations--ministries, trusts, people's councils, enterprises, agroindustrial complexes, schools, and others--must be comprehensively and profoundly familiar with the obligations assigned to them by the BCP Central Committee, the State Council, and the Bulgarian government in protecting the population and national economy from enemy mass destruction weapons and to organize the prompt and qualitative implementation of such obligations.

The building and improvement of civil defense as an integral centralized system of staffs, services, and formations able to mobilize the entire people if necessary for the struggle for the elimination of the consequences of enemy nuclear strikes or natural calamities and major production accidents would be inconceivable without high-level discipline, organization, and punctuality, of which they are the basis. The experience gained in the participation of the formations in the elimination of the consequences of the 4 March 1977 earthquake and the snow storms and floods in a number of

okrugs in 1975 and 1976 indicates that a good beginning has been laid. This experience must be interpreted and utilized to insure the further improvement of work discipline and organization.

High discipline and organization must be maintained both in planning the various civil defense measures as well as in their purposeful and qualitative implementation. It is a question of the timely planning and securing of the necessary funds and shelters for work shifts and the population, and of individual protective facilities. The possibility of national economic projects and sectors to operate in times of war must be determined and the necessary measures to upgrade it must be implemented.

Financial discipline is an important prerequisite for the economical and highly effective utilization of funds and materials in resolving civil defense problems. The time has come to eliminate existing weaknesses shown by some civil defense organs in using funds and materials for the solution of petty and secondary problems and for luxury furnishings. The time has come to put an end to irresponsible attitudes toward property. Every leva allocated for civil defense requirements must be used for its specific purpose and contribute to the maximal upgrading of its mobilizational readiness.

The high-quality training of civil defense managements, staffs, and services as organs in charge of forces and funds in the conduct of rescue and emergency breakdown repair operations would be impossible without conscientious discipline and without high-level organization and punctuality. The experience of staffs employing officers Burudzhiev, Stavrev, Khristov, and others has indicated that their successes are due above all to high discipline in organizing and improving the formations and utilizing the time allocated for the training of the working people, and high school and university students, along with the entire population, in the field of civil defense.

Our people will not acquire the necessary knowledge and skills to react to the various civil defense signals without qualitative training and exercises, while staffs, services, and formations would be unable to maintain a state of permanent and high mobilization-combat readiness. They would be unable rapidly and organizedly to conduct and implement measures aimed at eliminating the consequences of an enemy attack or of natural calamities or major production accidents.

Discipline and punctuality within the civil defense system are based on party, state, planning, and labor discipline developed in our people by the BCP and its organs and organizations. However, as a militarized system operating on the basis of the one-man command principle, discipline in civil defense, its staffs, services, and formations should be, above all, conscientious and based on military regulations, instructions, and state directives. This is a discipline of patriots who, along with their official and economic tasks, also carry out their obligations for the defense of the population and the national economy from enemy mass destruction weapons.

Discipline within the civil defense system is based on the unity of the interests of the people and the constitutional obligation which stipulates that the defense of the fatherland is a sacred duty and a matter of honor for every Bulgarian citizen. It covers all aspects of the work of the leaders and troops within the system. The successful solution of any problem calls for the observance of specific requirements and for the necessary order and high-level organization in activities and impeccable punctuality.

The orders of the civil defense chief of the Bulgarian People's Republic and of the superior organs, and the planning measures must be implemented unconditionally, accurately, and promptly. Receiving an order, a member of the civil defense must focus his attention mainly on its creative and highly effective execution within the stipulated deadlines. This is of great importance under contemporary conditions in which the time factor becomes exceptionally important. The rapid transmission of signals to staffs, services, formations, and the population will also depend on the prompt evacuation from the centers of enemy strikes, the successful organization of the SNAVR [expansion unknown], and the preservation of the country's viability in a future war. The entire training and educational process within the civil defense system should be so conducted as to insure the development of discipline and organization in the work to the level of an automatic response.

The main feature of discipline in our system is socialist conscientiousness and a feeling of responsibility for assignments. The civil defense cadres and personnel are trained to implement strictly and precisely the stipulations of the decrees of the BCP Central Committee, the State Council, and the Council of Ministers, and the laws, regulations, instructions, and orders issued by their superiors not automatically but on the basis of the true understanding of their profound meaning and the need voluntarily to subordinate their will, wishes, and aspirations to their duty to the homeland. Consequently, strengthening the discipline, organization, and punctuality may be achieved mainly by upgrading the political conscientiousness of the entire civil defense personnel through the profound interpretation of the decisions of the 11th party congress, the July 1976 BCP Central Committee Plenum, the party and governmental policy, and the practical tasks of the working people in the struggle for building a developed socialist society and insuring its reliable defense.

As one of the indicators of character, ideological maturity, and political and moral conscientiousness, discipline could be achieved by developing in the civil defense leaders and troops a strong feeling of self-discipline and self-control. All possible means must be used to develop in them a high feeling of responsibility for the qualitative and effective implementation of their tasks. They must critically analyze activities, whether their own or of their subordinates, control themselves and their actions, and display high organization, endurance, and self-control in surmounting difficulties. This is very important, for the civil defense cadres and personnel are resolving independently and voluntarily a great variety of highly responsible problems and frequently their own conscience is their main control instrument.

Self-discipline and self-control as the highest manifestations of discipline may be achieved through the development of lasting habits among subordinates and strict punctuality on the part of every member of the civil defense system. The question of developing conscientious discipline and self-control is most closely linked with individual responsibility for assignments. The task set at the 11th BCP Congress of developing in cadres a strong feeling of responsibility to the party and society, and responsibility for their individual actions and for the collective in which they work is of great importance in civil defense. It obligates us to use the entire arsenal of ideological and organizational means for promoting a high awareness of duty and responsibility in civil defense leaders and troops. Their inner convictions and behavior motivations must become a style of work and management in resolving problems related to the defense of the population and the national economy.

The command personal is an important factor in strengthening the discipline within the civil defense system. As a structural part of the unified defense system, civil defense is based on the principle of one-man command and centralism. Strict obedience to the commander (chief) insures unity of action in staffs, services, and formations, operative and reliable leadership in peace and wartimes and, in the final account, results in the successful solution of problems related to the defense of the population and the national economy. That is why the party demands of us to strengthen one-man command, surround commanders and chiefs with the necessary trust and respect, strengthen their self-confidence and authority, and increase our exactingness concerning their work.

The individual example of the commander and the chief, and his authority exert a strongly organizing and disciplining influence in the solution of defense problems. They are the main organizers of the various measures related to training staffs, services, and formations. That is why the discipline and punctuality of their subordinates and the successful solution of problems largely depend on raising their discipline and organizational work to the level of contemporary requirements.

The work of the command personal and the party organizations related to the study and application of the new army regulations is an important prerequisite for raising the discipline, organization, and punctuality of the militarized civil defense staffs and units to the level of the requirements of the 11th party congress and the July BCP Central Committee Plenum. The meaning and content of these documents must reach the hearts and minds of every serviceman within the civil defense system. The regulations reflect the socialist nature of our armed forces, the party's policy in military construction, the experience of the armed forces of the USSR and the Bulgarian People's Army, and the latest achievements of military science. The study of the regulations must be accompanied by high-level organization in daily work, and exactingness and self-exactingness along all lines and directions in the implementation of assignments.

The public is a great force in the struggle for strengthening the discipline, organization, and punctuality within the civil defense system. The BCP always enhances the role of the social organizations in the education of the working people and in resolving the great problems related to building a developed socialist society. In civil defense the public is represented by the party, trade union, and Komsomol organs and organizations in the staffs, in the administrative and economic units, in economic establishments, and in obshtinas and schools. Mobilizing the working people for the solution of administrative, socioeconomic, training, health, and other assignments, they actively contribute to the prompt, qualitative, and highly effective implementation of defense measures as well. That is why the struggle for upgrading the role and influence of the party organizations in the prompt and qualitative solution of problems related to the defense of the population and the national economy from enemy mass destruction weapons must be the focal point of attention of the civil defense leaders at all levels. This could be achieved only if the commanders, whatever their grade, systematically inform the party, trade union, Komsomol, and Fatherland Front organs and organizations on problems being resolved by the civil defense system and seek their aid in developing a conscientious attitude in the working people toward civil defense problems.

The struggle for high discipline, organization, and punctuality within the civil defense system has a positive influence on the all-round strengthening of the labor discipline in national economic projects as well. The experience of the project exercises indicates that in the course of their preparations and execution the overall organization, order, and discipline among workers and employees improve and that along with the solution of civil defense problems economic tasks are implemented more successfully.

That is why upgrading the discipline, organization, and punctuality within the civil defense system must be considered a structural part of the struggle waged by our party for highly conscientious socialist discipline and self-discipline, for the dissemination and assertion of socialist virtues, for strengthening and developing a new attitude toward labor, and for the moral enhancement of the individual. The civil defense party committees, organizations, chiefs, and staffs must link more closely political and moral education with discipline and punctuality in civil defense and with the development of a strong feeling of responsibility to the party and society. Self-discipline is a prerequisite for high discipline and for unity between words and actions in resolving the highly humane objectives and tasks of civil defense in insuring the reliable protection of the population and the national economy from enemy mass destruction weapons in an eventual future war.

5003
CSO: 2200

USE OF WATER MAINS IN SHELTERS DISCUSSED

Sofia GRAZHDANSKA OTBRANA in Bulgarian No 6, 1977 pp 40-41

[Article by Bogdan Dimitrov: "On Some Problems of the Operation of Water and Sewage Systems in Shelters"]

[Text] Shelters are supplied with water from the city water network. The feeding pipe (a pipe from the street water main to the shelter) is laid deep underground as in civilian construction. The pipe goes through internal and external walls with the help of UVK [Systems for the Installation of Communications]. Such systems make possible the easy and quick dismantling of the internal pipe in a breakdown and its repair. Each shelter must have the most necessary spare parts for the quick repair of damaged water pipes, pipe segments, and others.

The shelters must have an emergency reserve of drinking water on the basis of 3 liters per person per day. This reserve is kept in pressure circulation reservoirs in which the water volume is maintained steadily in peacetime. Nonpressure reservoirs may be installed as well. The inner surfaces of the reservoirs must be lined with anticorrosion materials which do not affect the drinking qualities of the water. Epoxy lining is among the good anticorrosion materials used ever more extensively. Its main advantages are its chemical resistance to acids, alkalis, water, and neutral solutions; stability in relatively high temperatures of up to 100°C; excellent adhesion to metal and concrete, and relatively easy application.

All technical safety rules must be observed in the application of the epoxy lining. Furthermore, the insides of the reservoirs must be cleaned no less than twice annually and decontaminated with chloride of lime. The chloride of lime, which contains from 20 to 40 mg of active chlorine per liter, must be kept in the reservoirs no less than 24 hours. This is considered sufficient for the destruction of microbes. In order to protect them from corrosion, the metal reservoirs must be painted on the outside each 2 to 3 years. In order to insure the steady replacement of the water in the pressure reservoirs the entire water supply for the medical equipment must run through the reservoirs.

The nonpressurized reservoirs are not filled with water in peacetime. At least once a year the water in the reservoirs must be subjected to bacteriological analysis.

Before being connected to the reservoir, the feeding pipe must be raised to a height in excess of 10 cm from the reservoir's upper end. This would exclude the possibility that the emergency water stock will flow out should the external water pipe be damaged.

The water for the medical equipment is taken above the level of the emergency stock. This maintains the amount of water allocated for drinking purposes.

Interlinked emergency reservoirs within a container insure the better replacement of the water. Each reservoir must have a release valve and a level indicator. The feeding pipe must have a blocking valve and a tap.

The armatures in the shelter may be damaged in the course of the use of the water mains; the sealing of connections may be disturbed; reservoirs, pipes, and others may be damaged.

The higher the pressure in the water main is the greater the number of damages. The frequent opening and closing (without a reason) of the armatures also contributes to their wear and tear. Most frequently damaged are the seals. The water conduits must be durable, hermetically sealed, and easy to use. That is why it is preferable to install in the shelters armatures made of nonferrous metals, nickel or chromium plated. Every quarter such armatures must be activated to check their condition and prevent oxidation between the movable parts, which would hinder their quick opening and closing.

The sealing of pipe connections is disturbed most frequently as a result of improper seals, corrosion at the ends of the pipes or connecting parts, or else as a result of cracks and breaks of the longitudinal welding. That is why pipes installed in defense installations must have high mechanical strength and great elasticity and, if possible, be corrosion-proof.

Damaged pipes must be replaced immediately. This is done by cutting out the defective part and replacing it with a new one.

Frequently water vapor is condensed on the surfaces of the pipes in shelters. Such moisture is prevented by installing thermal insulation 15 to 20 mm thick or by aerating the shelter.

Knowledge of some basic parameters of the water main in each shelter is desirable: pressure, water temperature, and flowing volume of water. Such data may be read at all times by installing a pressure gauge, a thermometer, and a volume meter on the pipes.

In addition to a water main the shelters have their own (separate) sewage system. Should the gravity flushing of fecal waters be impossible, a pumping station must be built consisting of a septic tank and septic pump. A blocking valve is installed in a shaft in the case of gravity drainage.

In some cases the fecal pumping station may be built outside the shelter.

The maintenance of the sewer system is reduced mainly to the elimination of breakdowns of sanitation equipment and, eventually, along the pipes. The most frequent damages are the blocking of the various hydraulic siphon locks which prevent the penetration of gases and odors from the sewer network through the instruments and into the premises. They are unstopped with steel wire or rubber hose in the case of a bigger diameter. Vacuum attachments may also be used.

In order to avoid the stopping of the suction systems of the septic pumps they must be protected with a metal grid consisting of round concrete steel 6 to 8 mm in diameter. A pipe is installed as a branch of the pressurized pipeline for the flushing and breaking down of solid fecal matter.

If the sanitary equipment in the shelter is not used in peacetime it must be manditorily flushed by individuals in charge of its maintenance.

5003

CSO: 2200

CIVIL DEFENSE TRAINING BASES IN POLAND DESCRIBED

Sofia GRAZHDANSKA OTBRANA in Bulgarian No 6, 1977 pp 33-34

[Article by Col Tadeusz Guzi: "Field Training Bases"]

[Text] Civil defense training activities require the steady increase of practical training methods through which the skill to operate under complex conditions is acquired. This requires field bases for training in various rescue operations.

It is difficult to find a suitable terrain for practical exercises. That is why the cities, municipalities, and big enterprises must set up special field bases (ranges) for practical exercises by self-defense formations, rescue units, students, and others.

Such ranges may be prepared with the joint efforts of several enterprises, schools, or public organizations. A large percentage of the work may be done both in the course of the programmed practical exercises as well as on a voluntary basis (with labor days).

The civil defense field training base makes possible the holding of practical exercises in maximally realistic conditions. Such exercises cover rescuing people, putting out fires, clearing destroyed shelters, the decontamination and clearing of areas, instruments, and clothing, the finding and removal of casualties, giving first aid, and others.

A model civil defense field training base consists of the following main parts:

Waiting (Starting) Area

This area is set up at a safe distance from the remaining elements of the base. It consists of protective buildings for civil defense formations (personnel, heavy equipment, and transportation facilities), marked assembling areas, and areas where civil defense forces are loaded on vehicles.

Preparatory Exercises Area.

This area offers facilities for putting out fires, the removal of obstacles, the search for casualties in the wreckage, establishing contacts with people hiding in shelters, supplying shelters with air, clearing the access to shelter exits or emergency exits, the rescuing of casualties on higher floors, decontamination and clearing of roadways for vehicles, and conducting rescue operations.

To this purpose, based on the possibilities of the sites, six special training grounds are set up:

a. Medical training ground. This ground offers realistic conditions in which victims may find themselves (crushed under wreckage, trunks or thick branches of fallen trees, buried under in trenches, hit by electric current, wounded, or burned). To this purpose parts of crumbled walls and staircases and antiaircraft trenches are built; fallen trees, power lines, and broken-down cars are placed in the area. Wreckage of different sizes is strewn on the path along which the casualties must be transported, and dummies are used as casualties;

b. Chemical training ground. An area 6 to 8 meters wide is set in the center (along the axis) divided into to several sectors paved differently with asphalt, concrete, tiles, rock, and gravel, ending with a dirt road. These sectors are used for practicing decontamination (disinfection) and deactivation using the various means and tools available to the national economy. This area must have water;

c. Fire-fighting training ground. This ground consists of two parts: a partially covered ditch propped with various materials, and parts of a 1 or 2-story building (with no more than 3 or 4 premises) consisting only of outside walls and the attic, road obstacles, 2 or 3 pieces of broken-down cars, and about 10 dummies. Water must be made available (from a water main, or a natural or artificial reservoir).

Incendiary materials are placed in special wooden buckets lined with tin on the inside or in sewer pipes cut in half lengthwise; they are placed in the buildings and remnants of vehicles;

d. Evacuation training ground. This ground includes a part of a building with front walls and floors (ceilings), including a second floor. The front walls must be well propped in order to withstand the pressure of ladders. The premises on the first and second floors must contain bits of side-walls (75 to 100 cm high), a cellar with a partially open roof, and a cellar covered by fallen walls with an excavation by the window. One of the sidewalls must be left open. The excavation may be lined with rocks or timber;

e. Ground for the repair of water and sewage mains. It must contain parts of a housing premise, a factory hall, and a cellar. Gas, water, and electric facilities are installed in them and a breakdown is improvised.

Bits of machines and an underground power line are installed in the factory hall. During the exercise water must leak from the damaged water mains, while gas must leak from the damaged gas main (using a special small carbide container). Torn power lines must be connected to batteries thus providing sparks.

f. Passageways area. Four separate road sectors are built 10 to 20 meters long and 6 to 8 meters wide each, with different linings. Trees and telephone poles are strewn on the first sector; parts of wrecked cars are strewn along the second; fragments of two or three foundations representing wrecked buildings are set up along the third sector. Along the entire width the roadway is covered with ruins, garbage, rocks, and broken bricks. On the last sector holes representing bomb craters are dug and a bit of crumbled bridge is built (3 to 4 meters long) for the training of technical rescue units. Repair materials must be located nearby.

Area for Rescue Exercises

Basically this area consists of five separate grounds stricken by a nuclear weapon. A concrete-lined roadway 6 to 8 meters long, covered with demolished materials goes through the first 3 grounds. Toward the end the road forks, reaches the area of the overall medical and special operations, and follows in the direction of the starting area.

The first ground contains fragments of two several stories-high buildings with destroyed premises. The ground premises of the higher building may be used for the storage of equipment and training aids. The front and sidewalls must be well propped since the ladders will be leaning against them. Walls 75 to 100 cm high are built in the premises above the first floor which lack internal partitions in order to insure safety. All premises on the first four grounds have no walls on the side of the direction of the nuclear explosion. This creates good conditions for observing the actions, facilitates the positioning of the dummies and makes possible the location of bigger parts of wrecked walls, bricks, and so on.

Two destroyed buildings in which the ground floors alone remain are erected on the second ground.

Two entirely wrecked buildings along with crumbled cellars adapted as shelters are placed on the third ground.

Bits of machinery are placed on the fourth ground in a destroyed factory section; parts of ventilation openings with conduits and power lines are installed in the fourth ground.

A partially covered ditch divided into three sectors is dug on the fifth ground. An area of destruction is staged in the middle of each sector. The cover of the ditch on the destroyed areas makes possible the easy placement of the dummies. During comprehensive exercises in this area fires releasing billows of smoke are staged. This can be achieved by setting fire to wood shavings soaked in petroleum and intermixed with bits of rubber.

Loudspeakers may be installed to provide sound effects. Sounds of crumbling walls, shouts, explosion of gas from damaged installations, fire alarms, and others may be recorded on two separate tapes.

Searchlights (reflectors) are placed for rescue work at night at points covering all targets in the area. A tower may be built on the first ground to serve as control position with two separate booths for the tape recorders and for controlling the lighting, radio sounds, and the starting of the fires.

The rescue training of the formations takes place in two stages. The first stage covers the training of battalions, squads, and rescue services, while the second covers the training of rescue teams.

Area for Overall Special and Medical Operations

Based on possibilities, such an area must be located near the evacuation road and in the vicinity of water, 1 or 2 km outside the rescue exercises area. It must include centers for the decontamination of transportation facilities, for veterinary work, and for a disinfection bath.

The field center for the decontamination of transportation facilities has four to five posts for the decontamination of trucks, made differently.

The field center for veterinary operations has three to four posts with different flooring, two horse stalls, a sewer ditch and a septic tank.

The field decontamination bath is based on conventional communal economy designs. It may include three premises separated lengthwise along the axis by walls, thus forming two identical premises for men and women. The external premises have dressing areas while the central premise has two rows of six showers each. A water heater, a draining ditch, and a septic tank are installed near the bathhouse.

If a water main has been laid in the vicinity, the water may be piped to the individual centers. In the absence of a water main three water reservoirs containing 2 to 3 cubic meters of water are installed on a special scaffold.

This type field training base is used above all in areas offering proper conditions and possibilities. In enterprises and municipalities with a limited area only some of the elements of the field training base may be set up for practical exercises.

The specific nature of the terrain and the enterprise must be taken into consideration in the building of field training bases. Thus, for example, in chemical enterprises the emphasis is on work related to décontamination and first aid to people contaminated by the toxic substances with which they work; in machine-building enterprises the emphasis is on the search for, evacuation of, and aid to victims, the clearing of shelters, and the removal of wreckage in the enterprises.

The field bases offer the possibility for the training of civil defense formations to cover different situations, and change the site and size of the wreckage, damaged sectors, and fires. This makes it possible for each exercise to take place under circumstances maximally contributing to the study of the subject and provide most realistic circumstances.

5003

CSO: 2200

POLAND

PAPER CITES 'STUDENT SOLIDARITY COMMITTEE' AS LACKING SUPPORT

Krakow STUDENT in Polish No 11, 2 Jun 77 p 3

[Text] Characteristic of a true, mature and wise Pole is a constant, objective concern, full of authentic, creative passion, for today and for the future development of the fatherland. Also characteristic is the ability to prove oneself constantly--as an individual, a community and an entire nation in various important and essential moments. And present-day reality provides tests, the need to make decisions and choices and to demonstrate that we are worthy of the position we have gained and evolved.

A consistent aspiration of enemies of the Polish state and nation, whose attitudes are motivated by ideological considerations, hatred for the socialist system and hostility toward Poland as a state whose strength is reinforced by its progressive and democratic form, is that Poles will not conduct themselves in a wise, mature manner and that they will not be in a position to benefit from their real and, even more, their potential possibilities. What attracts the imagination of these enemies is that no one from the various environments will be able to show what is within his means, that each person will be concerned with marginal matters and that there will be no moral-political unity, without which in fact there is no dream of any kind of success.

Forces which always--independently of setting in motion all kinds of camouflage mechanisms and frequent modification of formally represented ideologies--have been isolated from our society created for themselves their own special picture. Poles were alleged to be irrational, irresponsible, easily swayed, and at the same time requiring "leaders," "teachers," and "helmsmen." And always, when the collective wisdom of the nation turns out the victor, these would-be "friends"--who are always ready to serve as "advisors" and who prefer to view things in global categories in which individual states and nations are supposed to be puppets manipulated just as in the puppet theater--try to dream up new ways of acting, "revelations," and are even clever enough to exploit a tragic death.

This objective hostility and activity to the detriment of Poland should always be kept in mind when one reads various kinds of "documents" and "declarations" which contain many pretty words full of "love" and "servitude." In fact none of these authors cares about the well-being of those they are coming out in "defense" of. It is simply that all sorts of means are valid to "make oneself known," to emphasize persistently who allegedly should be the "Polish intellectual elite." An example is Adam Michnik, presented by LE MONDE and DER SPIEGEL as a "Polish historian," who thinks that he has the right to evaluate everything and everyone. Jacek Kuron is constantly turning up--many years ago he was a strange sort of "educator," an opponent of the patriotic education of Polish youth and later on "ideologue" and "theoretician" of various anti-Polish undertakings. Voices are raised "in the name of the nation" from a rather small group within the country and from those who abandoned Poland little by little, finding "refuge" in Munich, in the Paris Maison Lafitte, or in Stockholm.

In the ideological confrontation, which has intensified especially in the face of Belgrade, any means is suitable to be exploited against the socialist states, against their people. It is not important that this or that group is in fact marginal. The "free" and "independent" bourgeois press, especially the press controlled by cosmopolitan international centers, will always find in the character of its political "product" a variety of "heroes," "know-it-alls," and "prophets." Since a strange sort of "fashion" for Poland has been showing up in recent days, it can be anticipated that in a particular group of bourgeois dailies and periodicals these same names will be promoted as "authentic voices of the Polish nation," "distinguished scholars," "intellectuals," and "defenders of civil liberties and human rights." It is their opinions, which in fact serve foreign interests, which are supposed to be treated as the only, or at least the most important, "truth" about Poland. They take into consideration not the authentic successes or problems of our country but whatever corresponds to the strategy and tactics of the real principals of those journals which specialize in anti-Polish and antisocialist ideological diversion.

These general rules should constantly be kept in mind because each one can--often at a completely unexpected moment--meet with a test of its application to a specific situation in the immediate environment. This is what happened in recent weeks in Krakow. Since efforts, which have been in progress for almost 1 year on behalf of the "defense" of those who have no need of it, did not achieve social reinforcement, once again there were attempts to make use of the student environment. The occasion for this was the tragic and premature death--as is the case with the death of any young person who still has his life ahead of him--of Jagellonian University student Stanislaw Pyjas on 7 May.

The funeral ceremony had not yet ended on 10 May in the home town of the dead man when completely different obituaries appeared in Lodz and Warsaw, giving their own peculiar interpretation of this death. Efforts were also undertaken to carry out activities of truly unpredictable consequences just at the time when Krakow would be celebrating the annual Juvenalia events.

Against the background of these matters a few students appear, manipulated by newcomers from Warsaw, and make a "declaration." In fact, they do not take into consideration who is really profiting from their action, in whose interests this is being done, what kind of game is going on around them. Taking the initiative of creating an "authentic and independent student representation," they attacked the objective and best representation of the student environment--the SZSP (Socialist Union of Polish Students).

The "Student Solidarity Committee"--that is the name they adopted--was not empowered to represent the ideas of an environment, almost 80 percent of which is concentrated in the SZSP. It also proved impossible for them to offer anything more than proclamations and leaflets written by the "obliging" hand of outsiders. Attempts to undermine the fundamental principles of the existence of the SZSP, undertaken less than 1 month after the Second SZSP Congress and the period of discussion of its role and countenance, attempts based on the creation of an atmosphere of moral pressure on the student environment and handing out leaflets calling for a boycott of the SZSP, in essence found no support in the academic environment. Illusions about the possibility of questioning the legitimacy of the SZSP political policy, which is aimed at integrating the entire academic society in the framework of the overall unity of the nation--not at the price of simplification, simple declarations, and compromises, but through introduction of a continuous dialogue about the SZSP program itself, a dialogue which gives the floor even to controversy from those who do not see a place for themselves in that program--did not get results. The fact that just after the Juvenalia 18 persons joined the SZSP at the Jagellonian University is equally significant and unequivocal. This was another time that the organization proved itself; it also verified the patriotism, maturity and integrity of the academic environment.

The events connected with the Juvenalia in Krakow confirmed once again how important and necessary are conversations with the student circles, which deserve them and demand them, and how equally important is a society as fully informed as possible about all kinds of phenomena in the political life of Poland, about their complexities and international implications. The events also confirmed how essential is the attitude of the SZSP and its authority. The fact that attempts to discredit the SZSP did not meet with a response among students documents this clearly.

CSO: 2600

POLAND

PROBLEM OF MATCHING GRADUATES' TRAINING WITH JOBS STUDIED

Interview With Ministry Official

Warsaw STUDENT in Polish No 12/13, 16-29 Jun 77 pp 1, 6-7

[Interview with the Undersecretary of State in the Ministry of Labor, Wages and Social Affairs, Dr Janusz Obodowski, by Janusz Zareba]

Last year in October we began the series "A Double Chance" in our columns. In 13 published reports, mainly from the new voivodships, we tried to show the opportunity which these voivodships are creating for graduates of higher educational institutions, as well as the opportunity for accelerating the development of these same voivodships through an influx of highly qualified personnel. The material published below constitutes a summation of this action, an attempt to completely outline the picture of the personnel situation at the end of the 1970's. (Ed.)

[Text] [Question] In front of me I have a document signed by you as early as 1972. It includes very exciting proposals by your experts on the subject of a new system of employing higher school graduates, and not just an administrative system, with particular reference to regions suffering from a lack of specialists. Now there is talk, for example, of introducing such economic incentives as plant loans, the possibility of getting single-family houses and private automobiles on principles of multiyear credit, and so forth. As we know, for example, from the journalistic series "A Double Chance," these proposals have not been realized, and other proposals made in this document have been only partially implemented.

[Answer] We have simply come to the conclusion that the ministries themselves must implement these or similar proposals within the framework of their plans and resources, without the need for a new all-Poland resolution to be published. Some ministries have set up rather powerful material incentives for graduates deciding to work in centers outside of the academic

world. For example, young medical students have many incentives to take jobs in such centers. This is also happening in agricultural trades where housing preferences, loans and appropriately higher pay are used. Let me call your attention to still another important problem. The ministries establish staffs for new installations. To meet the needs of these installations they must engage 94,000 persons this year. Workers' homes and a considerable number of apartments are being built for the workers being recruited. I recently wrote to colleagues in other ministries and to voivodship authorities, asking them to increase the number of higher school graduates on their new staffs. This means that they must also increase their apartment pool. A program to guarantee personnel for gmina agencies is also prepared. It automatically contains a program for housing construction. I admit that not all vocational groups are given preference so far. Anyway, no such need exists. We have to advance this way, step by step, dealing with the most urgent matters.

[Question] Do you think that these undertakings are sufficient to alleviate the territorial disproportion in the employment of graduates?

[Answer] I do not say that they are sufficient. If we had far greater opportunities to maneuver today in the housing field, the process of eliminating the disproportions would be accelerated. But, if we were to change the obligations stemming from the resolution of 1964 on the planned employment of graduates to economic and financial resources exclusively, we know from experience that this would not fit the bill. I am an advocate of activity using artificial resources. In a certain sense even economic incentives would introduce an added element, since the stronger economic units could offer greater material attractions to the graduates. A map of Poland with empty spots signifying a lack of personnel of the highest qualifications would continue to be up to date. Apartments are certainly the key problem. If, for example, gmina authorities wish to have better qualified personnel, they must offer single-family houses under convenient conditions. Today young men are paid several hundred zlotys to cover the rent, but this is often a cubby hole in a farm house with the toilet outside. Compared to this, isn't an apartment in the city with all conveniences a little too competitive?

[Question] Have you ever come across situations where a graduate with a very good certificate and entitled to as rapid a housing allotment as possible in his pay has difficulty in finding work? Surely he would give up this kind of compensation.

[Answer] We are now checking to see what is happening with these good intentions. But we are evaluating the situation from a different point of view, from the position of a given factory. This factory has a long line of people waiting for apartments. It includes workers with a long period of work, very deserving and so forth. And then a man comes along from outside with the right to an apartment. How is the microenvironment to respond? A conflict arises almost automatically. We must figure out how

to change this. On the other hand there are cases where work is offered in a, excuse the word, "dead" province for the high price of an apartment, and this is not always successful in attracting graduates. Such cases must then be supported by statutory, legal and administrative methods. Poland cannot allow unreasonable distribution of the most highly qualified personnel only because some young people have a very subjective attitude toward their future job.

[Question] Are you then accusing the graduates themselves?

[Answer] Partially, but not only them. It may also be that we do not employ them well enough. Perhaps so far we have not properly shown them their great prospects in vocational development, and the possibilities for quickly establishing a career, in the good sense of this word, right in the so-called provinces. But it is true that we run up against negative feelings among the students.

[Question] Is this not already secondary in your opinion?

[Answer] I am not able to evaluate this situation in numbers. On the basis of experience we can only make an assessment that, unfortunately, the amount of young people who do not approve of our offers is larger than in past years. At the same time Poland is not composed merely of large cities and academic centers. It extends from the Bug to the Oder and from the Carpathians to the Baltic. We have to satisfy the needs of all centers and of all plants located in gminas.

[Question] As Minister, have you tried to figure out where this type of attitude comes from?

[Answer] Since you work on a newspaper representing the student environment, perhaps you already know the answer. I do not like to operate in platitudes. Platitudes have a false ring. Let's get down to the concrete. In Warsaw we have graduates of the SGGW [Central School of Agriculture], a large part of whom do not intend to leave Warsaw at all. This sounds like an anecdote, but it is authentic. Before the administrative division there were three PGR [State Farms] within Warsaw, and a large number of SGGW graduates wanted to work just on these three PGR. For heaven's sake, if someone chose to study agriculture, he should know that his job is in agriculture, and not behind a desk in the middle of Warsaw. We must improve the structure of recruiting for studies. More than 45 percent of the students studying agriculture may not leave Warsaw.

[Question] You have still not spoken of the causes of these attitudes. For example, to what extent are the higher educational institutes responsible for this, or the contact between high schools and higher institutions?

[Answer] Vocational guidance must certainly be improved. Young people must have a better knowledge of their future vocation. Altogether this is a matter of attitudes acquired at home, school and in higher education. Once more I would like to emphasize that I am not judging the entire population of graduates and I am not drawing hasty conclusions. Nor am I censuring your student organization. I am only saying that we meet young people whose attitudes have been developed in a negative way. We have a great deal to do in this field in order to overcome such attitudes: we, the school, youth organizations, higher educational institutes and even your newspaper.

[Question] But since you are a special ministry formed, among other things, for the sake of reasonable employment of graduates, your opinion must certainly carry weight in other ministries in this area. You are not limited to issuing legal regulations, are you? The process of reasonable employment of graduates is very complex and should not be considered only at the moment of going to work.

[Answer] You are right. We do not restrict ourselves to merely issuing regulations. The ministry is situated in a chain of consecutive and causative connections. It does not operate on autonomic principles. The need for personnel in a prospective system is specified by the Planning Commission of the Council of Ministers with our cooperation and with the cooperation of the Ministry of Higher Education, as well as on the basis of research carried out by economic ministries. We participate in this chain, but a main link responsible for the formulation of needs for personnel is the central planning organ, since it develops the outline, concept and structure of socioeconomic plans. Another link is the higher schools, which are responsible for the program and quality of education. And then the final product, I apologize for this term, is received by the Minister of Labor, Wages and Social Affairs, a product in the form of graduates. We prepare plans for the switch to work and organize employment.

[Question] This obviously does not mean that you agree with the quality of this product, does it?

[Answer] Should I perhaps first state what a plan for shifting to work means? For a number of years we have been working out a so-called progressive 5-year plan every year, 5 years ahead every year. From our colleagues in the ministries we find out the exact need in all areas, sector, local and so forth. On this basis we formulate our chances of sending graduates to them to work, and we propose concrete jobs to the graduates. Various anomalies and disproportions result from these annually prepared documents. It either turns out that we have a surplus in some areas or a deficit. This is partially the result of changes in the educational structure in the higher schools themselves and partially the result of rapidly occurring changes in the need for personnel on the part of the economy. Then it takes a great deal of organizational effort to employ some of the graduates in related vocations. In regard to the quality of the graduates, please inquire at the plants.

[Question] Are you patching up the holes?

[Answer] I am not hiding anything. Sometimes we patch up the holes, but do not exaggerate this. With the exception of a few specialties, we notice that the economy absorbs personnel with a high level of education very well. Usually the offerings exceed the number of graduates. This also leads to difficulties, because we have to make use of priorities. If we want to satiate some branch with specialists with higher education, we simply offer jobs there and close the gate elsewhere. If a vocational surplus occurs, we point this out annually to the Planning Commission and to the Ministry of Science, Higher Education and Technology. We ask that concrete conclusions be drawn from this. This should be the basis, for example, of establishing the number of admissions for study and the faculty structure of these admissions. For example, we cannot increase recruiting for Mediterranean archeology. But the fact is, that if Prof Michalowski appears on television, the number of candidates for this specialty naturally increases. This is a very human situation, and I am not criticizing it, but I would like to point out how complex the problem is. Human ambitions exist alongside the needs of the economy. We realize this fact. We are not dealing with factory products. We are not shifting articles and cabinets around in a room, but dealing with staff policy, human lives.

[Question] Have you already worked out a long-term program of activities to eliminate all staff disproportions?

[Answer] This is a constant job and not a single long-term program. The Ministry of Higher Education could answer this in most detail. For example, let us take the matter of the level and structure of recruiting for higher studies, again taking an example from life. We have too large a percentage of girls in some specialties, and what can we do with them? This is the case, for example, in land reclamation and in veterinary medicine. A larger proportion of young people should be recruited outside of the academic centers. There would be better chances of them returning home. But I add that speaking of the elimination of "all" disproportions is idealistic. Life does not fit into even the best made plans of needs and recruiting plans. Rather, we must constantly improve our activity.

[Question] These are efforts which must be accomplished within the framework of higher education. What does your intraministerial program anticipate? As you have already said, you have given up changing the resolution on planned employment of 1964.

[Answer] We have not elaborated a draft to change this resolution, but neither have we given up the proposals you asked about in the beginning, but have left their accomplishment to the management of the ministries. In regard to future forms of employment, I continue to be an advocate of those which have proven effective. They are flexible.

Students most often begin to get interested in their future work at the time that they sign their graduate work. We must change this. It turns out that up to the final year students do not know the basic regulations about employment. We are in contact with higher institutions and hope to increase, for example, the number of talks given during the final year with reference to future work, and the obligations and rights of graduates. This is necessary because under the conditions in our country everyone has become familiar with the fact that labor is a marketable product. There are many jobs in Poland, but I would like to state frankly that there will be fewer and fewer of them in academic circles and more and more outside of these circles. In some cases the saturation of large cities with qualified personnel has already exceeded its optimum.

[Question] To what extent has informatics helped or is helping you in the elimination of all of these personnel disproportions? The "Magister [Master]" system has already been operating for several years. I am not concerned about analyses made using the system, but about concrete activity adopted on the basis of data obtained from the computer.

[Answer] The ministries make use of this system very often, for example, when they are compiling staffs in new installations. At first it lagged a little, but now almost everyone has learned to use it. This system has one drawback: it has an excellent "output" but a deficient "input." Our personnel directors have not yet gotten used to it, and do not keep up with changes, forgetting to send appropriate information to the system. If some persons are hired with higher education and the personnel director in the enterprise misses it, we get false data. However, slowly but surely the managers of the "Magister" system are eliminating these defects.

[Question] And how advanced is work on the informational system of the labor agency, so-called "Specjalista?"

[Answer] We shall probably initiate it in cooperation with the governmental information center. It requires a great deal of funds and labor outlays. I do not believe we shall initiate it earlier than near the end of the current 5-year period.

[Question] And how will this system contribute to eliminating the problems which are the subject of this conversation?

[Answer] If I did not think that it would have a positive effect, I would not support it. We have already gained experience, and not only from our own but from other countries.

[Question] I have come across sceptical opinions stating that the "Specjalista" system will not work in practice for the simple reason that under conditions of a shortage of people with higher education, a graduate will rarely be inclined to have recourse to an employment office acting as a computer terminal.

[Answer] My understanding is just the opposite. If a product is in short supply on the market under deficit conditions, we must regulate it.

[Question] I agree, but a description of the system shows that the graduate will sign up of his own free will, and not be led to the office.

[Answer] We must reduce the number of job offerings from factories which should not be offering them. I speak with absolute frankness. There were times when we offered every graduate 5 or 6 jobs. We were able to do this since there was a gigantic increment in employment associated, among other things, with the rate of investment and with the demographic situation. Now we simply do not have such a high employment increment, nor do we have so many people available for work. The number of offerings made by factories is diminished in relation to the number of vocations. We shall offer jobs, but throughout the entire country and to a large degree on the basis of staff changes and the natural attrition of personnel, as a result of the excess in the number of employees.

[Question] So that when the "Specjalista" system is introduced, the deficit will be so small that the objections mentioned above will be without a logical basis?

[Answer] I believe so.

[Question] You are going to initiate informatics to manage people. Does this not threaten losing sight of man on the way? We all know the generally low level of qualifications of personnel services in enterprises where quality management of people has finally been accomplished.

[Answer] How am I to answer? After all, if we employ a person we must know who he is, what he knows, and what his goals and needs are. We must know more than the system produces. Can we cram into such a system, for example, the features of "aspirations and ambitions?"

[Question] I am concerned about something else. Will not the objectivization involved in informatics lead to certain habits in personnel departments? This kind of objection is not raised to be nasty, but on the basis of the negative experience of countries which have already computerized personnel management.

[Answer] We are not threatened by this. We live in a socialist country. The slogan of the party, "Everything for man and by man", contains in itself definite social and humanitarian content. We shall continue to improve the daily personnel policy carried out in the plants, and we shall do this in a living manner, with people. There will be no dehumanization of personnel policy in our country. On the other hand I shall be happy if we can mechanize, not even to mention computers, all report data referring to workers. If I had good report data today from individual voivodships, I could specifically manage local recruiting to shift workers. I would

know how to accomplish this. Unfortunately we often do this today by intuition. At the same time I should know that I could, for example, take a hundred construction workers from the Lomza voivodship. This information is necessary for me, not so that I could mechanically move a hundred people, but so that I could approach the authorities of this voivodship and say: Go to your construction workers with new work offerings. This is an actual living and natural employment policy. On the other hand, computerization is necessary to obtain certain preliminary information on a total scale.

[Question] May I ask you about the subject of your doctoral work?

[Answer] Of course you may. "Guiding the vocational activation of people."

[Question] This subject corresponds extremely well with the problems mentioned during our conversation.

[Answer] I have been concerned with the economics of labor and wages for over 20 years. These are exciting subjects. In our country we often approach matters of employment in a simplified and even primitive way. Often when speaking of employment many people limit themselves to the idea of numbers and structure of employees in a statistical concept. At the same time employment is not merely an economic category, but also a social one. It is affected by a number of factors: economic, legal, psychological, civic and so on. But in order to guide these processes, economy must be one's first love.

[Question] Are you an economist because you want to be?

[Answer] I do not hide it. If I had to choose a profession again, I would again choose economics. It is exciting.

Reasons for Discrepancies

Warsaw STUDENT in Polish No 12/13, 16-29 Jun 77 pp 1, 6-7

[Article by Wacław Krupinski: "Employment of Everyone Immediately"]

[Text] In spite of their specific differences, studies continue to be social. Their conclusion opens a new period of life. A great deal depends on how this new stage is begun: after all, the choice of the first job is not only an individual problem, but a decision which also has, and perhaps mainly, social repercussions.

During 1974-1975 we dedicated a series, "The shoals of personnel policy," to the problem of employing personnel with higher education. In the introduction to it we wrote: "We ask about the number, and primarily about the quality, of personnel with higher education in individual fields of the economy, about the situation today and the future in 1985 or 1990. We are interested in an evaluation and prognosis, not only of the 'producer' of

personnel with higher education, but actually with the 'taker,' and therefore with various branches of the economy." Both in interviews with representatives of various ministries and in publications we tried to find an answer to the questions of how personnel policy looks, to what degree the educational system is correlated with the needs of the labor market and what decisions should be adopted to compensate for the shortage of personnel. Despite many optimistic interviews with ministry representatives, the conclusions closing this series were not very optimistic. (See J. Zaremba, "Personnel without Shoals," STUDENT, No 8/75).

The new series, "A Double Chance," begun in October of last year, was to be a continuation of this series. At present, through reporting, we would like to point out the needs of newly established regions. By presenting their staff difficulties, we would also like to point out the possibilities and opportunities for young people. This is because opportunities for graduates of higher institutions are closely connected with the future development of the young voivodships, and will condition their rapid progress and growth from district complexes.

The creation of minor administrative units has hidden, on the one hand, the increase in developmental possibilities and on the other has exaggerated the shortcomings which have accrued over the years. The creation of 49 voivodships has established one thing for sure: potential opportunities for the harmonious and uniform activization of all regions, and therefore of the entire country, and in this way for the gradual liquidation of existing disproportion, often very great.

However, for this to take place rapidly and effectively, new, young personnel are necessary, and this continues to constitute problem number one for these areas.

Problem Number One

Calculations from 1973 on the scale of differentiation in the number of personnel with higher education among individual voivodships shows a ratio of 4:1. The lowest data are characteristic of Jelenia Gora, 27 persons per 1,000 workers in the socialized economy, of Piotrkow and Walbrzych, 28, and Pila, 29. Obviously there are large academic centers in the most favored situations, Warsaw 125, Krakow 112 and Wroclaw 86 persons for comparison. In addition, if those employed in the entire national economy (including those working on individual farms) were taken into consideration, the above differences would be much greater.

Housing Not the Only Barrier and Threshold

The struggle of district Poland, to stick with the old name, for personnel for it, which leads to hiding the same range of reality under the new signboards with inscription "voivodship," is not at all a simple one. This is because on the one hand it is hampered by socioeconomic conditions, and

on the other by a shortage of personnel which is actually caused by these conditions. An additional barrier is formed by the tendency strongly embedded in youth to remain in the large urban agglomerations. Of 27,790 graduates of 1974 going to work within the sense of the Resolution of 1964, 50.7 percent took jobs in academic centers, which is both a negative and an inevitable situation in view of the shortage of personnel, which is equivalent to a possibility of choosing jobs. Those originating in large academic centers, although they are not the only ones, argue: "I was educated in the city, I do not know the country or the mentality of its inhabitants, and I cannot imagine being able to work there. Let those who came from there go back." The latter, in turn, considering studies an opportunity to escape, share the opinion of the young Polish literature major without work reported from Zamosc: "I left the country and you want me to go back to it again?!" It is apparent that the minds of many people still think "somewhere on Polish soil" is a synonym for social degradation, isolation from the main (read: large city) currents of life. It is treated as a lowering of one's ambitions. So they make every effort to stay in the city. The case of some doctors resigning from their professional activity for an expensive stay in Warsaw, described in a report from Skierniewice, is a very eloquent example of this tendency, although we agree that it is not typical.

However, the argument and weak point which is mentioned most is the problem of housing. In addition the authorities of the new voivodships are fully aware of this matter. In almost all of the regions described it is emphasized that those who have particularly necessary trades will receive their own housing very rapidly, by which is meant either immediately or one, or two, or three years, and sometimes much longer. On the other hand, young people are impatient, which can be understood. In reality the counter-argument can be made that in a large city the waiting period for one's apartment may last 10 years and more, but this does not solve the problem.

"In regard to young people, we do not have very many resources to encourage them to come here, and obviously I am omitting funded scholarships. We still try to attract them by kind words. We are not always successful in this, but we have had some effect in this field," stated the deputy director of the hospital in Ostroleka. Effect? One of the physicians working there said to reporters: "If I do not get an apartment, I am leaving. After all, I cannot bring my wife to a two-person room (obviously a joint one, W. K.) in the hospital block...".

"He who offers an apartment fastest today is winning the personnel battle. This is the pitiless truth," Z. Korus wrote in a report from Konin. I do not believe any comment is necessary.

Still, an apartment is not everything. The present system has a lack of financial incentives encouraging people to go to the country. After all, funded scholarships with a financial attractiveness which has considerably

dropped is not one. In turn the system of plant bonuses and credits does not altogether pass muster either. It really is a way out for large, rich plants, but it does not solve the difficulties of the "small drudges," often suffering the most from personnel starvation.

As complicated as the above barriers are and as difficult as it is to overcome them, requiring time and great economic outlays, the phenomenon of lack of information in potential graduates is just as inexplicable. Charges of poor work on the part of so-called directors in the matter of employment in advanced institutions, the repeated opinion that they do not have any offers of jobs at their disposal (even in cases of vocations in short supply!), or that they only have information about the closest regions, while empty positions are waiting at the proverbial other end of Poland, all of these things are a signal requiring a necessary analysis of responsible authority.

A special and somewhat different problem, pointed out by the authorities of some voivodships, is the restriction on the number of slots for the needs publicized. While often there is no one to take allotted positions, it is nevertheless possible to find cases where teachers, willy-nilly, have a number of overtime hours but not a special slot. And how many teachers work in their own specialties?

In jokingly summing up the series "A Double Chance" it would be possible to write more or less: **Immediate employment: physicians, dentists,** pharmacists, teachers, engineers of every technological and agricultural specialty, administrators, lawyers, economists and also (here include any number of professions), and sign the voivodships of at least 13 of the regions introduced. This is because the needs are tremendous.

For example, this year Ostroleka needs, among others, 25 economists, the same number of agricultural engineers and 37 engineers with construction specialties. The Wyszkiw Furniture Factory is hoping for 86 persons with specialization in wood, mechanization and transportation technology. The UW [University of Warsaw] Department of Employment in Zamosc is waiting for 80 laborers, 48 production economists, 54 zootechnicians, 15 architects, 9 chemists, 4 geodesists, 5 electronic technicians and others. Lomzyn is waiting for 20 physicians, 10 dentists and just as many pharmacists.

There are also less typical offerings. Lomza needs a press agent, plastic artists, musicians, writers, a monument conservator, an expert in museum management, 6 art historians and ethnographers, an archeologist and even a stage manager. Ostroleka needs an ethnographer and an art historian. Zamosc requires actors, stage managers and writers.

A city with a developed cultural tradition has its current house of culture covered with dust. "We are organizing an exhibition to which no one is coming.... For the people culture is Warsaw, the Great Theater.... There is no one to work in this house of culture. We have neither a director

nor a deputy. It will be a real theater, but not right away. First an atmosphere has to be created and a number of artists made to feel at home. In the summer we flirt with students from theatrical schools, with the chance that they will become infatuated with Zamosc...." The director of the Department of Culture told the reporter: "I shall give them all of Zamosc with the caption artist necessary immediately."

Not only is it necessary to make up for backwardness in industry and agriculture, but also in education. It has been demonstrated that industry itself is too small, and therefore culture must be developed, its writers attracted and a base built at the same time. This is also necessary to attract young people who would return after going to study a couple of years at cultural centers. Conditions should also be created for people to live comfortably, along with equalizing the production sphere, in order that their dream of the qualities of "city" life could gradually be fulfilled.

This is why such great importance is assigned to the role of economists, lawyers, and graduates of administration and management. On the one hand this is the result of an increase in awareness of the need to improve the management system, while on the other hand it is caused by a lack of administrative apparatus in the new regions and by ceding too many obligations and too much authority to the gmina officials.

At this point the reply of the secretary of the PZPR KW [Voivodship Committee] in Konin is worth quoting:

"We have 47 basic state administration units: 4 city, 4 so-called city-gmina, and the rest are gmina units. These agencies have taken over all of the district obligations and they will also use the economic resources. In the current legal state the city and gmina authorities have become the link in state administration in which a citizen must negotiate all of his basic affairs. Thus there should be proper officials working there, with appropriate qualifications and initiative, distinguished by independence of thought and courage in making decisions."

But, although gmina leaders and administration workers are learning by default, there is currently a lack of gmina leaders, and more than one vacant post can be found in other management positions. This offers parallel chances for young people.

Chances for Youth

In opening the series in number 23/76 of STUDENT, we wrote: "After receiving your diploma from an institution of higher education each one of you faces the dilemma of getting a job. You will usually search nearby, in the city where you studied, where you have friends and colleagues, and where you know every street, in the city to which you have simply become accustomed. For you the big city is your only chance in life. Or is it the only one?"

"Could it perhaps be worthwhile to seek your fortune in the so-called countryside, and that perhaps there you will find what will give you satisfaction and contentment?"

In visiting the new voivodships, we also wished to seek out those who had already been there. We wanted to see their opportunities, their first period of life and adaptation to the new area, and especially their attitude toward their own choice.

In Suwalki we met a young archeological couple. "We thought about this decision for a year. Here we have greater opportunities for scientific work than in Krakow with 700 freshly discovered research locations waiting for the shovel. No one burdens us with subjects." They also enumerated other benefits from their point of view: an apartment, higher wages than their colleagues in Krakow, and easier possibilities of getting scientific works printed. They do not have any family here, and did not know anyone. They took advantage of an announcement hanging in the Institute.

A couple met in Zamosc have an apartment, and he is the assistant director of a large factory with a salary of 11,000 zlotys. He says: "In Lublin we would not have this for 10 years. And probably never in Wroclaw. I receive letters from friends and they have it worse. They constantly mention their luck, their lack of an apartment and the impossibility of accomplishing their ambitions.... For me Zamosc is primarily a measure of my value. Here I can fulfill my ambitions." In a report from Siedlce Jerzy S. Latka, representing the young director of the Podlasie Museum, Andrzej Soltysiuk, wrote: "His peers in leadership positions would find themselves higher here. The voivodship conservator, Tadeusz Wroblewski, is 28 years old, Zbigniew Kucia, director of the Department of Culture of the Voivodship Office, is about 30. The mayor of Siedlce, Witold Harrasin, is not much older, and is one of the youngest mayors in the country."

In a report from Lomza Mieczyslaw Jagielak, the local legal counsellor, says: "I am surely a rare example. At the age of 28 I have already achieved this position.... In June 1975 the vice voivodship leader Redlinski recommended the organization of the Department of Internal Affairs to me.... So far I am the only specialist in the voivodship with the theory of management and administration."

Success does not always come to everyone immediately. A young married couple met in Tomaszow (Zamosc voivodship) had to look further. They came from Warsaw. "Somehow after our studies we agreed that we did not like big cities. At first we tried Nowy Targ, and then the countryside around Ciechanowiec. We lived there in a peasant hut without water and light. We taught in the school. We spoke this way with the authorities: 'We will give you everything we can, but give us human living conditions.' Without turning their heads they said: 'We have more important matters than to talk about any newcomer fantasies.' Ciechanowiec was beautiful.... Afterward

we had a small child and Elzbieta was sick because it was windy and cold in the hut. The doctor ordered us to change our situation. We returned home to Warsaw. But after a few months we were again attracted out into Poland. I knew Tomaszow by sight." At present he is a teacher of foreign languages and she is a psychologist and the director of an information bureau. They have been given a 4-room house.

They are all 20-some years old or around 30. How much is necessary? What will attract them? Both the authorities requiring regional staffs and the pertinent ministries, the Ministry of Labor, Wages and Social Affairs and MNSzWiT [Ministry of Science, Higher Education and Technology] will have to answer these questions for themselves.

The problems are not few in number nor are the proposals for solution. We wrote about some of them, associated with funded scholarships, in number 10 of STUDENT. We shall return to others, in view of the scope of the subject, in a coming issue of the paper. One thing is certain: a complete union of the educational policy with the employment policy is necessary as soon as possible, so that this situation will no longer exist, and we shall educate as many as we think necessary and employ all whom we have educated.

6806

CSO: 2600

END